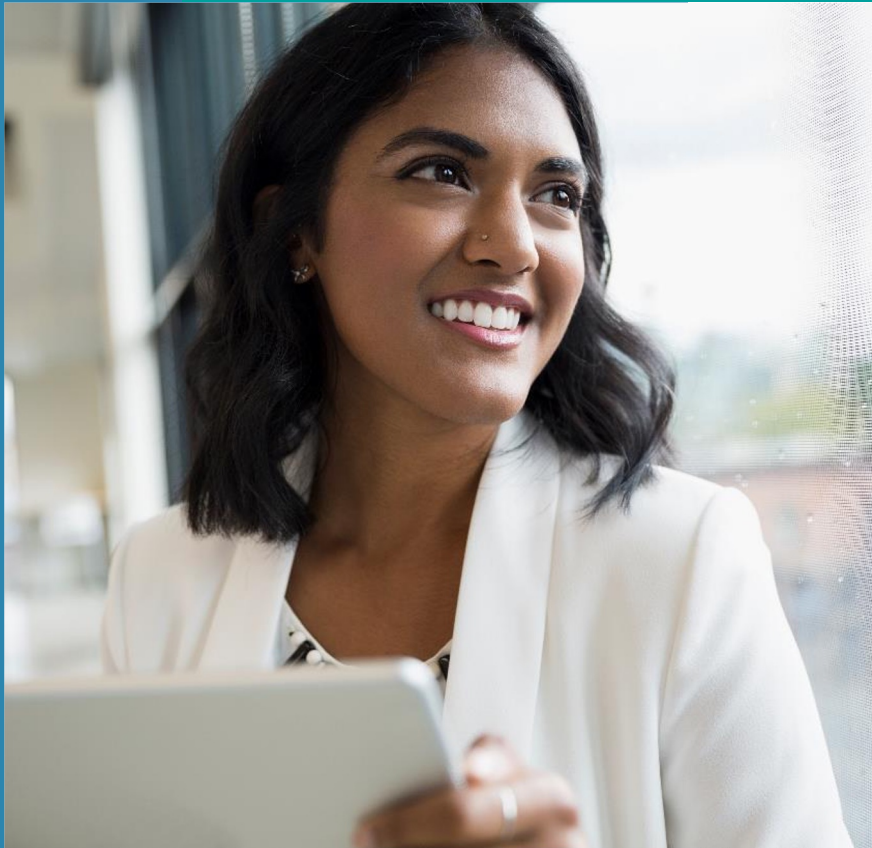


A low-angle, upward-looking photograph of several modern skyscrapers. The buildings feature glass facades and geometric architectural details, creating a sense of height and urban density. The sky is a clear, pale blue.

Sambian Partners Analysis

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Overview

- Sambian Partners is losing their most talented workers to their competitor. Helen, the CEO, and Mary, the HR manager, are working together to find out why their employees are leaving.



Issues

- Internal Communication
- Trust
- Leadership

Internal Communication

- Disconnect between CEO and company employees
- Communication between CEO & HR is conflicting
- Disconnect between departments



- Uncomfortable work environment
- CEO breaks regulations
- Loss of a desired project

Trust

- Tom doesn't trust Mary or Helen.
- Tom feels underappreciated.
- Encouraging speeches with no actual direction are not effective.



- Employers should state clear directions.
- Employers should ask if there are any questions.
- Employers should use disappointing results as a useful diagnostics.

Leadership

- Pacesetting Leadership Style
- CEO's (Helen's) Characteristics



- Human Relations Approach
- Affiliative Leadership Style

Strategies



Evaluation & Support

- Conducting surveys
- Reading & Analyzing Results
- Support v. retaliation



Feedback & Praise

- Offer constructive criticism and praise when necessary
- Employee evaluations
 - Rewards



Human relations approach

- People over profit
- Treating employees like people
- Open and communicative



- **Changes to internal communication**
- **Build Trust**
- **Change Leadership Style**

Thank you!

